

Fee - \$349 per day

Early/Online Discount
\$329 (\$658 both days)
for online registration or if
payment is received by
May 20, 2016

**Tuesday &
Wednesday
June 21-22 2016**

REGISTER NOW
www.eeotraining.eeoc.gov/tapsmain.html

By registering for a Training
Institute event, you agree to
all applicable Institute policies.

ENHANCE YOUR EEO KNOWLEDGE at the **2016 EEOC New York City Technical Assistance Seminar** sponsored by the **EEOC New York District Office**. The seminar will be held at the **New York School of Law**.



EEOC New York City Seminar

U.S. Equal Employment Opportunity Commission

2016 SEMINAR LOCATION

**New York
School of Law
185 West Broadway
New York, NY 10013
(212) 431-2100**

Participant materials will be
available for download and/or
e-mailed prior to the day of the
seminar.

EVENT Code: 16T-NYC-01

TRAINING YOU CANNOT AFFORD TO MISS!
Join us for the best in EEO training, from the
experts who enforce the law.



EEOC
Training Institute
...Learn from the Experts

Questions about the seminar?

Contact: Michael Williams or Michael Rojas
(212) 336-3667 (212) 336-3670
(212) 336-3621 FAX
michael.rojas@eeoc.gov

U.S. Equal Employment Opportunity Commission

EEOC New York City Seminar

Tuesday &
Wednesday

June 21-22, 2016

CANCELLATIONS, REFUNDS, NO SHOWS

Cancellations received more than **10 business days** prior to the seminar are eligible for a refund less a \$35 processing fee. No shows are not eligible for a refund. Substitutions may be made prior to the beginning of the seminar.

WHO SHOULD ATTEND?

- Human Resources
- EEO Managers and Staff
- Attorneys
- Managers and Supervisors
- State and Local Officials
- Union Officials
- Federal EEO Staff (seminar approved for EEO Investigator Refresher credit)

Training Institute Policies - Event Code: 16T-NYC-01

PAYMENT - \$349 for the day. Fee includes seminar, lunch, refreshments at breaks and an eight volume 2016 EEO library on a **CD**. **PAYMENT MUST ACCOMPANY REGISTRATION.** *EEOC Tax ID Number: 52-0812909*

GET A DISCOUNT PRICE of \$329 per day (\$658 for both days) when 1) registering on-line at www.eeotraining.eeoc.gov/tapsmain.html before June 20 (**Day 1**) and June 21 (**Day 2**), 2016.

2) mailed registrations are postmarked on or before May 20, 2016. All mailed payments postmarked after May 20 are subject to the \$349 registration fee. Checks **received after** May 20 containing insufficient funds will be returned. **NOTE:** All credit card charges will be listed as **EEOC Training Institute** on your statement.

MAIL registration forms and checks to:
EEOC TRAINING INSTITUTE, 6841 ELM STREET, SUITE 1092, MCLEAN, VA 22101

STATE AND LOCAL GOVERNMENT REGISTRANTS: NOTE: To request an invoice (to secure payment via **check or credit card**) please call or e-mail the EEOC Training Institute. **Registration** confirmation is issued **after** payment is received by the EEOC Training Institute.

FEDERAL GOVERNMENT REGISTRANTS USING IPAC (Intra governmental payment and collection): Federal agencies must complete the EEOC's Inter Agency Agreement Form (IAA Form) at the time of registration.

REGISTER ONLINE - www.eeotraining.eeoc.gov/tapsmain.html
Credit card and electronic bank check registrations will receive immediate confirmation.

REGISTRATION QUESTIONS: Visit the website www.eeotraining.eeoc.gov or contact our customer service staff at 703-291-0880 or toll free 1-866-446-0940; or send an e-mail to eeoc.traininginstitute@eeoc.gov for more information TTY# 1-800-828-1120.

CONFIRMATION: Registrants will receive e-mail confirmation upon receipt of a complete registration and payment. Space is limited, so register early, preferably at least 14 days prior to the seminar. Late registrations will be accepted on a space-available basis. **Bring your e-mail confirmation to the seminar.**

REASONABLE ACCOMMODATION REQUESTS — If you need an accommodation, please note it on the registration form and we will contact you.

U.S. Equal Employment Opportunity Commission

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Tuesday &
Wednesday

June 21-22, 2016



Schedule

7:15 a.m.
Registration

8:00 a.m.
Start

NOON Lunch
(Provided)

4:00 p.m.
End

Let the EEOC Be Your Trainer!

Experienced EEOC Staff will come to your worksite and provide training on popular EEO topics such as Harassment, EEO Overview, ADA Reasonable Accommodation and more.

For more information contact:
Michael Rojas, Outreach & Education Manager,
(212) 336-3670
michael.rojas@eeoc.gov

Agenda - Day 1

8:00 AM Registration and Continental Breakfast

9:00 AM Opening Remarks - An outlook on today's workforce: Sharpening the Focus on Innovation

9:15 AM Employment Law in the New Sharing Economy

The sudden rise of the "sharing," "on-demand," or "gig" economy-epitomized by companies like Uber, TaskRabbit, and Handy-has fundamentally shaken the most basic presumption built into labor and employment law: that most workers are employees. New business models designed to keep workers at arm's length threaten to undermine the legal protections that workers and society have relied on for half a century or more. As legislators, regulators, and enforcement agencies play catch-up, how can workers' rights be sustained without suppressing innovation?

10:30 AM Morning Break

10:45 AM Pregnancy Discrimination: Young v. UPS and its aftermath

This session provides an overview of the current law of pregnancy discrimination, one of the leading bases of charges filed with the EEOC. The panelists will survey the federal and local legal landscape, with a focus on the Pregnancy Discrimination Act and its interpretation in the aftermath of the Supreme Court's 2015 ruling in *Young v. United Parcel Service, Inc.* An interactive segment at the close of the session will present common fact patterns that illustrate potential pitfalls for employers and employees, and test participants' knowledge.

12:00 PM Conference Luncheon - Special Guest Speaker

1:15 PM NSFW: The good, the bad and the ugly of social media in the workplace

Employers have a right and a responsibility to recruit and retain top talent, but sometimes policing with social media goes too far. In this session, Not Suitable For Work (NSFW), we will discuss employers' use of social media in hiring and elsewhere, and employees' potential failure-to-hire or retaliation claims that might arise as a result. We will also discuss employers' potential liability for their employees' harassment of other employees via social media.

2:30 PM Afternoon Break

2:45 PM Medical Marijuana, Prescription Drug Use, the ADA, and GINA: How do they mix?

This panel will explore the ADA and GINA implications of medical inquiries and examinations, including drug testing that screens for legally-prescribed substances and the increased prevalence of medical marijuana. The panel will also discuss how legal practitioners and employers must consider the application of discrimination laws and the duty to provide reasonable accommodations when formulating workplace policies and negotiating collective bargaining agreements that limit or prohibit prescription drug use or that require employees to disclose such use.

4:00 PM Adjourn

This program has been submitted to the HR Certification Institute for review and SHRM recertification credits are being sought. Refresher training requirement for federal agency EEO (counselors, investigators and/or mediators) has been approved.

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(212) 336-3670
michael.rojas@eeoc.gov

Agenda - Day 2

8:00 AM	Registration and Continental Breakfast
9:00 AM	Opening Remarks - An outlook on today's workforce: Advancing Opportunity
9:15 AM	Mock Mediation: The conversations you need to have before a mediation EEOC Mediators with extensive experience will discuss: When the mediator calls to invite you to mediation, what should you be prepared to talk about? What do we expect you to know? What should you NOT say? Key insights into these areas will be covered and more.
10:30 AM	Morning Break
10:45 AM	Keep the Faith: Religious Discrimination - Abercrombie and Beyond This panel will address the recent Supreme Court decision in EEOC v. Abercrombie & Fitch, EEOC Guidance on Religious Discrimination and Religious Garb and Grooming, and current EEOC litigation on religious discrimination and religious accommodation. The panelists will also provide practical guidance on eradicating workplace religious discrimination and creating a culture of inclusion.
12:00 PM	Conference Luncheon - Special Guest Speaker
1:15 PM	Retaliation — Beyond the Basics Retaliation remains the basis most frequently cited in charges filed with the EEOC. This workshop will address what you can do to protect your company from joining that list. This session offers insight on significant court cases and best practices for avoiding retaliation claims. We will discuss retaliation indepth, including what it is and what it is not, and how to continue to manage the workforce to ensure ongoing productivity.
2:30 PM	Afternoon Break
2:45 PM	Change is Inevitable: How to Prevent LGBT and Gender Identity Discrimination in the Workplace This session will explore the legal protections for LGBT individuals in the workplace. We will focus on workplace issues involving transgender and gender-nonconforming employees. Our panel of experts will suggest practical ways for employers to address these issues in a sensitive, respectful, inclusive and lawful manner.
4:00 PM	Adjourn

This program has been submitted to the HR Certification Institute for review and SHRM recertification credits are being sought. Refresher training requirement for federal agency EEO (counselors, investigators and/or mediators) has been approved.

EEOC NEW YORK CITY SEMINAR 2016

Please print and
use a separate form
for each attendee

* PAYMENT IS REQUIRED PRIOR TO TRAINING

Have you attended an
EEOC-sponsored seminar,
course or conference in the
last 5 years? ☐ Yes ☐ No

Employees at your facility?

- ☐ Under 50
☐ 50-99
☐ 100-249
☐ 250-499
☐ 500-999
☐ 1,000+

Your Organization:

- ☐ Federal Gov't
☐ State/Local Gov't
☐ Private

Your Position:

- ☐ Attorney
☐ EEO Director, Manager,
Supervisor
☐ EEO Professional
(Investigator, Counselor,
Specialist)
☐ HR Director,
Manager, Supervisor
☐ HR Staff
☐ Mediator, ADR
☐ Other Manager,
Supervisor
☐ President, CEO, Owner
☐ Union Representative
☐ Other _____

How did you learn about this seminar?

- ☐ Brochure in mail
☐ Colleague
☐ EEOC event
☐ Email
☐ Website/Internet
☐ Newspaper/ Newsletter
Professional Organization
☐ SHRM
☐ Other _____

ENROLLMENT

Event Code: 16T-NYC-01

First Name _____ MI _____ Last Name _____

Title _____

Organization _____ Suborg. _____

Address _____

City _____ State _____ Zip _____

E-Mail _____

Business Telephone () _____ (if TTY, please check here ☐)

Fax No. () _____ Company/Agency Tax ID Number _____

Do you require a reasonable accommodation, due to a disability, to attend this program? ☐ Yes

Describe accommodation requested or special diet needed: _____

REGISTRATION FEE

☐ One day \$349 / \$329* Discount Price ☐ Both days \$698/ \$658* Discount Price

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PAYMENT TYPE

Credit Card ☐ MasterCard ☐ Visa ☐ American Express ☐ Discover

Account # _____ Exp. Date _____

Card Security Code (3 or 4 un-embossed digits near signature block) _____

Cardholder Name (please print) _____

Signature _____ Cardholder Email _____

Cardholder Address _____

☐ Check Payable to EEOC Training Institute 6841 Elm Street, Suite 1092, McLean, VA 22101

☐ State/Local Government Entities: To request an invoice to secure payment via check or credit card, please contact the EEOC Training Institute at 866-446-0940 or send an e-mail to eeoc.traininginstitute@eeoc.gov.

☐ Federal Government Agencies must complete the EEOC's Inter Agency Agreement (IAA Form) at the time of registration. Please contact the EEOC Training Institute at 866-446-0940 or send an e-mail to eeoc.traininginstitute@eeoc.gov.

Person filling out this form (if different than registrant)

Name: _____ E-mail: _____

► REGISTER ONLINE WITH A CREDIT CARD OR CHECK AT www.eeotraining.eeoc.gov/tapsmain.html

► MAIL to EEOC TRAINING INSTITUTE, 6841 ELM STREET, SUITE 1092, MCLEAN, VA 22101

► QUESTIONS? CALL 703-291-0880 or toll free 1-866-446-0940; or e-mail eeoc.traininginstitute@eeoc.gov

EEOC NEW YORK CITY SEMINAR 2016

DIRECTIONS

Visit the EEOC
Training Institute at
[www.
eetraining.eeoc.gov](http://www.eetraining.eeoc.gov)

Top 5 Reasons to Attend an EEOC Seminar

- ◆ Get Updates on the Latest Changes to EEO Laws and Regulations
- ◆ Avoid Common Pitfalls and Mistakes
- ◆ Learn Best Practices
- ◆ Prepare for Tough HR Decisions
- ◆ Meet the People who Enforce the Laws

New York Law School 185 West Broadway, New York , NY 10013

BY SUBWAY

7th Ave. line: No. 1 (local) to Franklin Street. Exit at Varick Street and West Broadway. Walk one block south on West Broadway. The School is located on West Broadway between Worth and Leonard Streets.

Nos. 2, 3 (express) to Chambers Street. Exit at West Broadway and walk four blocks north on West Broadway.

Lexington Ave line: Nos. 4, 5 (express) and No. 6 (local) to Brooklyn Bridge/City Hall. Exit at Foley Square. Walk north two blocks to Worth Street and west four blocks to West Broadway.

8th Ave line: A train (express) and C train (local) to Chambers Street. Exit at Church Street. Walk four blocks north on Church Street to Worth Street. Walk one block west to West Broadway.

E train (local) to Canal Street; change for the A train or C train to Chambers Street.

6th Ave. line: B, D, Q trains (express) and F train (local) to West 4th Street/Washington Square.

Change at West 4th Street for the A train or C train to Chambers Street.

Broadway line W, R trains (local) to City Hall. Exit on Broadway and walk north on Broadway to Worth Street. Walk west on Worth Street two blocks to West Broadway.

Nassau Street Line: J, Z trains (express) and M trains (local) to Chambers Street. Exit at Foley Square. Walk north two blocks to Worth Street and west four blocks to West Broadway.

BY New Jersey PATH: The PATH Station at the World Trade Center site is open. Exit at Church Street and walk north approximately 10 blocks to Leonard Street. Make a left on Leonard and walk one block west to West Broadway.

BY BUS: M1, M6 south to Broadway and Worth Street. Walk one block north to Leonard, then two blocks west to West Broadway. OR M20 south to West Broadway and Worth Street.

BY CAR: From the Harlem River Drive/FDR Drive: Take Exit 2 (Brooklyn Bridge/Civic Center). Bear right toward Civic Center and proceed down ramp. Make a right at the light onto St. James Place. Go straight; at the third light (street ends), make a left onto Worth Street. Continue for approximately six blocks to West Broadway.

From the Henry Hudson Parkway—West Side Highway: Take the Chambers Street exit. Follow Chambers Street three blocks and make a left onto Church Street. Follow Church Street five blocks to Leonard Street. Make a left onto Leonard Street. Go one block west to the corner of Leonard and West Broadway.

From the Brooklyn Battery Tunnel: At the exit of the tunnel, bear right onto Trinity Place. (Trinity Place becomes Church Street after the World Trade Center site.) Move to the far left lane. Continue on Church Street to Leonard Street. (Leonard Street is five blocks past Chambers Street.) Make a left onto Leonard Street and go one block west to the corner of Leonard and West Broadway.

From the Holland Tunnel: Stay in the middle lane and take the "Downtown" exit. Make a right onto Varick Street. (Varick Street becomes West Broadway.) Continue on West Broadway two blocks to Leonard Street.

From the Lincoln Tunnel: Take the West Side Highway south (Refer to directions from West Side Highway above.)

ACCESSIBILITY: Parking: There are a number of parking garages in the neighborhood for fee-paid parking. On-street parking is extremely limited. New York Law School is wheelchair accessible

